



## CITY OF CHARLOTTESVILLE

### Application for Charlottesville City Council Appointed Member

*Applications must be received in the Office of the Clerk of Council  
no later than 5 p.m. on January 30, 2023*

In accordance with City Charter Sec. 8, the City seeks qualified applicants for appointment to the Charlottesville City Council to fill the unexpired term of departing Councilor Magill. Pursuant to state and local law, qualified applicants must be a resident of the City of Charlottesville for at least thirty days prior to appointment to fill the vacant seat. All persons who are qualified voters of the City of Charlottesville shall be eligible for appointment to fill the unexpired term until December 31, 2023. The appointed council member shall, before entering upon the duties of their offices, take the oaths prescribed for all City Councilors under Virginia law and qualify before the Charlottesville Circuit Court.

### CONTACT INFORMATION

Full Name Leah Puryear

Home Address [REDACTED]

\*You must be registered to vote in the City of Charlottesville. You can determine this by checking your voter card or by calling the Voter Registration Office at 434-970-3250.

Phone [REDACTED] Cell Phone [REDACTED]

Email [REDACTED]

### QUALIFICATIONS

1. How long have you resided in the City of Charlottesville? 40 years
2. Have you ever been elected or appointed as an Officer or Commissioner for the City of Charlottesville? YES If so, please explain.  
Charlottesville City School Board
3. Please indicate why you are interested in serving on City Council:  
Please see attached

4. Please indicate areas of your experience and knowledge that you see as important for consideration of your application for appointment:

Please see attached

5. Please list any relevant leadership skills or educational training:

Please see attached

Indicate if you are attaching additional information pertinent to this application.



Attachments are provided



No attachments were necessary

Signature



Date 1/23/23

**Please be advised that upon submission, this application and supporting documents becomes a public record and may be published by the City of Charlottesville.**

Return application to:

Kyna Thomas, Clerk of Council  
605 East Main Street  
P.O. Box 911  
Charlottesville, VA 22902

OR

Clerk@charlottesville.gov

## City Council Responses

### 3.) Please indicate why you are interested in serving on Council.

Since moving here from Washington, D.C. in 1980, I have come to know and L O V E our wonderful city. I met and married my husband here. We raised two beautiful children who are products of the Charlottesville City schools and were raised in a nurturing community of family and friends. I have grown into adulthood here and I have proudly learned a great deal and developed personally as I have witnessed our city's growth, development, and progress! I have made countless friends and established life-long relationships socially and professionally with people from diverse backgrounds, circumstances, and perspectives. Through my community board involvement and administrative work at the University of Virginia, I have had the opportunity, responsibility, and great privilege to work with hundreds of students in the Upward Bound (now Uplift at UVA) program and witnessed their triumphs and celebrated their successes. I have been blessed and fortunate to have been the director long enough to work with and mentor the next generation of the children of many former students and participants of the program. I profoundly appreciate the opportunity I have had to have a multigenerational impact in my community and city. I humbly and gratefully have been the recipient of numerous awards and recognitions from organizations. One of the ones I treasure most was being selected as the Martin Luther King, Jr. Community Award winner for 2021. The award speaks well to passion and dedication to being a servant leader. I am committed to the continued growth and advancement for all of Charlottesville's residents, the larger community, and a city with many opportunities to become even greater! I am a loving and gregarious person who has always been a consensus builder and group oriented. I have leveraged my skills and talents with the help and support of family, friends, and colleagues to help and promote others. I would love the opportunity to work with the Council and the Community to continue building relationships and move our city forward. My commitments to my family, friends, and social and professional community and my more than forty-year history and hope for our city have given much knowledge and skills that would be beneficial to the council. I feel I have knowledge of Charlottesville and its residents which will be beneficial to the Council.

### 4.). Please indicate areas of your experience and knowledge that you see as important for the consideration of your application for appointment.

As a member of the Charlottesville City School Board, I met with the City Council throughout several terms. Over the years I have garnered how the Council functions. I learned and continue to appreciate the many responsibilities the Council has to the residents of our community. Most importantly, I served on the School Board's three joint committees and collaborated extensively with the Albemarle County Public Schools system, CATEC, the Piedmont Regional Educational Programs and the Charlottesville/Albemarle Public Education Foundation. My professional experience and strong collaborative relationships with and within both the City and County have given me the knowledge and expertise to assist in navigating the opportunities, cooperative possibilities, and challenges as both divisions move forward.

The Council will soon begin its budget process. As a former School Board member, I have extensive knowledge and expertise to how the Council's budget process works. I am humbly confident; I would be valuable to the success of the budget and its other administrative responsibilities.

Having been an administrator at the University of Virginia, I also understand the delicate balance the city maintains with UVA and feel my relationships with members of the community and in both organizations would be beneficial to the connection and cooperation between them.

5.) Please list any relevant leadership skills or educational training:

I have been a higher education administrator for more than forty years. I have developed four decades of knowledge and skills in administration, management, human relations, budgets, and finance. I have served as Chair of the Charlottesville City School Board, Chair of the CATEC board and the PREP board. I have also served as the Chair of the Fiancé Committee for the School Board. Additionally, I have served on numerous community non-profit boards as a chair or general member of their finance committees.

I have been fortunate to have had an impactful role as the director of Upward Bound for forty-two years. This is very personally fulfilling and has given me many transferable skills in several areas of human relations, academic mentoring, educational administration, and financial oversight and professional management.

# LEAH W. PURYEAR

Charlottesville, VA 22905

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Job Objective: Executive-Level Diversity and Equity Officer position in a major University.

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## PROFESSIONAL PROFILE

Master's degree in Adult Education Administration & Supervision +  
24 years Diversity & Equity program management.

2001 Graduate of the Harvard University  
Management Development Program for Higher Education Administrators.

9 additional hours Professional Development coursework in Counselor Education.

24 years intensive training in how to ask the right question, develop the correct data collection tool, and analyze, interpret, and evaluate performance data for effective management decision-making, funding justification, and, for curriculum and staff development and training.

### Coalescing Skills:

Reputation for an ability to lead

and engender cooperation among divergent groups, personalities, disciplines, and agendas, and to continually foster new ideas that address ever-changing diversity needs within and outside the University of Virginia.

### Visionary Skills:

Over the course of 20 years, I

have been instrumental in transforming the UVA Upward Bound program from a Black Advocacy program to a multi-cultural equity program that provides college ready HURG applicants.

### Management Skills:

I have a comprehensive working network within all University offices, departments, issues, and functional areas, and have contributed to Best Practices across the Diversity landscape, from recruitment to curriculum and community climate.

## EMPLOYMENT HISTORY

UNIVERSITY OF VIRGINIA / UPWARD BOUND PROGRAM: Charlottesville, VA

1980 to Director (6/82 to 11/2021)

Present Direct the planning and implementation of a federally funded college preparation program for historically underrepresented high school student groups. Promoted from Counselor (11/80 to 5/81) to Acting Director (6/81 to 5/82).

□ Present on Diversity and Leadership topics to professional conferences, higher education events, parent & student groups. O Manage daily program operations, including purchasing, payroll, and budgets totaling \$375,000 in 2004. O Supervise 3 full-time and 7 part-time subordinates during the academic year and 17 during summer component. O Developed custom personnel performance evaluation tools and implemented the State Performance Evaluation System, generating analytical reports as needed, personally evaluating Senior Instructors, Program Coordinators, and Curriculum Coordinator and Program Assistants. O Network and collaborate with over 50 dedicated diversity professionals throughout the University and over 25 local State and National organizations. O Implement a complex schedule of meetings, events, and activities within and outside the University and ever-changing community boards, task forces, hiring panels, and special committees charged with

promoting Diversity and Equity. O Proactively generate new ideas, programs, and support funding in response to changing needs. O Develop and administer the program data collection and reporting function, which includes 13 recurring reports such as: • DOE Annual Report DOE Performance Report Provost Annual Performance Report • Internal Audit Report • DOE Financial Report and special reports as requested by the President's Office, Provost Office, School Systems, and the DOE. O Oversee the production and evaluation of monthly and yearly program performance reports from Program Coordinators, collaborate with and incorporate staff programming change ideas.

Achievements:

- \* Developed the UVA Upward Bound Summer Internship Program. Conceived change initiatives, secured Federal seed Funding, and hired in 2002, an Internship Coordinator to manage site selection and placement of Upward Bound students in Professional Shadow Experiences during their Summer Program Component.
- ★ In the Summer of 2001, selected for and completed the Harvard University Higher Education Management Development Program.
- \* Represented UVA and its commitment to Diversity and Equity at hundreds of high schools recruitment, enrollment, and financial aid presentations nationwide.
- \* Gathered needs data, designed, and delivered over 1300 hours of custom diversity training to every level of a wide variety of internal organizations, departments, and offices.
- \* Recruited, interviewed, hired, trained, supervised, and evaluated over 350 full-time Diversity & Equity professional staff with master's to Doctorate levels of education.
- \* Asked to serve on dozens of internal UVA Diversity Committees, holding numerous leadership roles.
- \* Enrolled the support of the Center for Politics in formally integrating Upward Bound program participants into Professor Sabato's 2005 High School Program.
- \* For Virginia Foundation for The Humanities, led the recruitment effort of a pre-school storybook author, an African American male author, for the 2005 Virginia Festival of the Book.
- \* Invited by the Black Medical Students Union to develop a custom workshop entitled "Academics for African Americans. and delivered in 2/04 to low-income housing high risk middle school students.
  - ★ Appointed to, participated in, and led over 20 significant local, regional, and national organization, task forces, and committees involved with Diversity & Equity issues.

## EDUCATION

Completed the I<sup>s</sup>., IDP — Management Development Program. Summer, 2001  
HARVARD GRADUATE SCHOOL OF EDUCATION / HARVARD UNIVERSITY: Cambridge, MA

Completed 9 credit hours in Counselor Education. GPA = 3.6. 1981.  
CURRY SCHOOL OF EDUCATION / UNIVERSITY OF VIRGINIA: Charlottesville, VA

M.A. in Adult Education Administration & Supervision. GPA = 3.5. 1978. UNIVERSITY  
OF THE DISTRICT OF COLUMBIA: Washington, D.C.

B.A. in Political Science. Minor: Marketing & Management. 1975.  
HAMPDEN-BROWN UNIVERSITY: VA

### Charlottesville City School Board Committees:

- Charlottesville — Albemarle Career and Technical Center Board
- Charlottesville-Albemarle Piedmont Regional Program Board
- City of Charlottesville City of Promise Steering Committee
- Charlottesville — Albemarle Public Education Fund
- Charlottesville City School Board Disciplinary Committee
- City of Promise Steering Committee
- Charlottesville City Schools Finance Committee
- Charlottesville City Schools Title I Advisory Committee

### Other Memberships/Committees

- The Charlottesville Links Inc.
- Former Chapter President, Vice-President, Services to Youth and Annual Walk-A-Thon Chair o Eastern Area Registration Committee of The Links, Inc. (2009 and 2011), Financial Secretary, 2021-2023.
- Virginia Association of Education Program Personnel (VAEOPP) o Former Association Chair, Vice-Chair, Registration and Conference Planning committees
- Mid-Eastern Association of Education Program Personnel (MEAOPP)
- Aids Services Group Board Member
- Offender Aid and Restoration Board Member
- UCARE Steering Committee (University and Community Action for Racial Equality)
- University of Virginia MLK Community Steering Committee
- UVA Community partners / Community Engagement Committee
- UVA Black Faculty Resource Group
- Jefferson School African American Heritage Museum Board Member  
Chair of the Board 2018-2020  
Trinity Episcopal Church Former and Current Vestry Member (2021-2022) Senior Warden of the Vestry (2016-2019)
- March of Dimes o Chefs Auction Committee Member and Immediate past Chair
- Grace Tinsley Scholarship Steering Committee
- Founding member of the City of Charlottesville Scholarship
- Member of the Mary P. Reese community Commemorative Committee
- PVCC Board Member
- Friend of Lee Montessori Charter School  
Alpha Kappa Alpha Sorority Inc., Eta Phi Omega Chapter  
Chair, Target IV- The Arts, 2018-2020, Parliamentarian
- 100 BWCMA 100 Black Women of Charlottesville Metropolitan Area  
Parliamentarian, 2016-2018, 2017-2019